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# Reporting and Analytics Release Notes

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**Production Release Date: April 18, 2019**

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### Staffing Reports Package

A new folder, query subject, and query items were created within the New Hires namespace to improve reporting performance on key data points related to new hires. The new query items provide the same data as existing query items within the New Hire namespace, however use a different methodology to return data from the USA Staffing database. This new methodology should provide improved reporting performance, particularly for larger customers.

Query items within this new folder were identified as the most often used and most critical query items from the New Hire namespace. We recommend updating reports that utilize data from the Staffing Reports > New Hires namespace to utilize the new query items. Keep in mind that these new query items *cannot* be included in a report that includes query items from other folders and query subjects within the New Hires namespace (or other namespaces) without the use of a join due to the difference in the methodology used to return data. If you have questions about how to create a join, or would like to request additional query items be added to the new folder, please contact [USASTaffingData@opm.gov](mailto:USASTaffingData@opm.gov).

- New Hires namespace
  - New Hire (Limited) folder
    - New Hire Limited query subject
      - 'New Hire Actual Start Date': The start date associated with the new hire record and confirmation of entry on duty.
      - 'New Hire Application Number': The unique identifying number associated with the New Hire's application.
      - 'New Hire Creation Date': The date the new hire record was created (date when the Return Status was marked "Hired")
      - 'New Hire Effective Date of Appointment': The effective date of appointment of a new hire as shown on the SF-50.
      - 'New Hire First Log In Date': The date a new hire first logged in.
      - 'New Hire First Name': Given/chosen/often first name by which a new hire is known or designated on all official transactions.
      - 'New Hire Grade': An indicator of hierarchical relationships among positions covered by the same pay plan or system.
      - 'New Hire Last Name': Non-chosen/inherited/married name by which a new hire is known or designated on all official transactions.
      - 'New Hire Middle Name': Middle name, or initial, by which a new hire is known or designated on all official transactions.
      - 'New Hire Number': The unique identifying number associated with each new hire.
      - 'New Hire Onboarding Process Owner': The user responsible for the onboarding process.
      - 'New Hire Pay Plan': A particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.
      - 'New Hire Position Title': Classification title description of the position of the employee.
      - 'New Hire Projected Start Date': The projected start date associated with the new hire record.
      - 'New Hire Prolonged Start Date Reason': The prolonged start date reason associated with the new hire record.
      - 'New Hire Request Approval Date': The timestamp that a request is approved.
      - 'New Hire Request Hiring Validation Date': The date in which an agency validates the hiring need.
      - 'New Hire Request Number': The unique identifying number associated with each created request.

- 'New Hire Request Personnel Action Date': The date in which an agency determines the need to make a hire and executes a Request Personnel Action.
- 'New Hire Series': An employee's occupational series.
- 'New Hire Staffing Customer': The hiring entity on whose behalf a job is posted.
- 'New Hire Staffing Office Code': The code for the office responsible for the new hire.
- 'New Hire Staffing Office': The office responsible for the new hire.
- 'New Hire Staffing Organization Code': The code for a group of offices within a department.
- 'New Hire Staffing Organization': The name for a group of offices within a department.
- 'New Hire Vacancy Number': The unique identifier assigned to each vacancy.
- 'New Hire Veterans Preference Status': An employee's category of entitlement to preference at a time of appointment in the Federal service based on active military service that terminated honorably.